Description: This talk will focus on the phenomenon of the “glass ceiling,” the pattern where women and minorities disappear as one looks up the levels of the organizational hierarchy. While this pattern is widespread, the phenomenon is overdetermined, with many potential causes leading to the same observed outcomes. I will present the latest findings from a research project making progress on this problem using unique data to identify and empirically isolate various organizational factors producing the glass ceiling.

Roberto M. Fernandez is the William F. Pounds Professor at the MIT Sloan School of Management. He has over 30 years experience teaching at numerous universities, including five years at Northwestern, six years at Stanford’s Graduate School of business, and 18 years at MIT. He has received numerous research and teaching honors and awards. In 2012, he was elected as the Samuel A. Stouffer Fellow of the American Academy of Political and Social Sciences (http://www.aappss.org/academy-fellows/fellows-a-z/roberto-fernandez). He holds a BA from Harvard University, and both an MA and a PhD (specializing in organizational sociology) from the University of Chicago.